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ORGANIZED LABOR AND THE UNITED STATES PUBLIC SERVICE RESERVE.

U. S. DEPARTMENT OF LABOR,
Washington, D. C.

To Members of Local Trade-Unions:

SIRS: This is in large part labor's war. Seventy per cent of all of the huge expenditures to be made to supply the men at the front goes to labor. About five men must work to back up each man who fights. If we are to win our way through war to a peace that will last, labor must do it. Labor will do it!

HOW TO GET THE MEN.

The problem is a big one. A vast number of trained artisans, for example, will be needed in building ships for the Shipping Board and an almost equal number for the Navy. As many more are wanted for munitions. To get them where they are needed, men must be induced to leave their peace-time jobs and serve the country in industry essential to war.

Somehow the men must be had. Ships must be built and yet more ships, or our boys at the front will fail for lack of munitions and supplies—some brave lad you know over there may lose his life from our failure to back him up. To build ships needs men. To make arms and equipment requires men and ever more men.

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How to get them? Conscription of labor is not officially contemplated—will not be necessary if labor responds to the patriotic appeal and terms of employment are made fair and reasonably attractive. In the faith that labor is ready to do its share, the Department of Labor has created as a part of its official organization, but with no compulsion on its members, the United States Public Service Reserve. If its plans succeed, no form of compulsion will be necessary and the war labor problem will be solved with the least possible disturbance of existing industry.

WHAT MEMBERSHIP IN THE RESERVE MEANS.

The Public Service Reserve enrolls as members men of all classes who want to serve to win the war. It asks them merely to state their readiness and to put on record a brief description of their training and ability. It imposes absolutely no obligation. When the Reserve sets out to get men for the Government, it merely notifies those of its members who seem qualified—telling them all about the job, the wages, and the terms of employment. The individual member may take it or leave it, as he likes. All that is required of him is that he look at the question from a patriotic standpoint—realizing that we are at war. If he undertakes the work he is free to leave at will, if he thinks he is justified in view of our country's need.

The Reserve has no connection with any troubles between labor and capital. It

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will not undertake to speak either for employees or employers. It will not use its influence to foster the cause of either. It aims simply to have a great reservoir of men ready to go, at the suggestion of the Department of Labor, when the terms of employment are reasonable and satisfactory, to the posts where the country needs them most. It will, too, endeavor to use every possible means to so distribute the burden that no industry will be crippled or unfairly taxed to meet the needs of war.

Membership in the Reserve does not affect the draft. What forms of active labor in war industry will entitle a man to exemption is for the Army to determine.

WORK AND PATRIOTISM.

The man who works on building ships or making arms or equipment should see in it something more than merely a chance to earn high wages. It is patriotic service. It is working for something infinitely bigger than himself. It is work to win a triumph of democracy and civilization over brute cunning and force. It is work that deserves comparison with that of the soldier fighting at the front. The fundamental purpose of the Public Service Reserve is to get men into war work and to keep them working up to their maximum of efficiency, through an organized appeal to their patriotism.

DEMOCRACY'S CALL TO AMERICANS.

In France, in England, in the lands of others of our allies, there scarcely can be found to-day a man who is not devot-



ing his all to the cause of his country. The wonderful resistance of our common foe is due in large measure to the complete consecration of the individual to the service of the state. If Germany is to be conquered it can not be solely through superior resources in material and in numbers of men. To win an enduring triumph, democracy must show its capacity to light the world with a hotter and whiter flame of patriotic devotion than autocracy can inspire.

WHAT YOU CAN DO.

To carry out its plans the United States Public Service Reserve needs and asks the full cooperation of organized labor. It wants each local union to recommend a man to act as enrollment agent of the reserve, to help enroll men engaged in their trades, to help get them ready to go, when the call comes, to the posts where our country needs them. It wants members of your trade and your union as members of the reserve.

The situation requires cooperation. Neither organized labor nor unorganized labor, nor anything short of harmonious action by the Nation as a whole, can meet the need. Patriotism is confined to no class. Disloyalty, apathy, and selfishness are confined to no class. The rising tide of patriotic devotion must carry all classes and all men into an overwhelming demonstration of fervent patriotic endeavor. Each man who reads this leaflet can do his part.

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